



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: SUDP Lead

OPEN: March 4, 2026

EXEMPT: Yes

SALARY :(11) \$34.94-\$39.35/hr. DOE

SHIFT: Flexible, some weekends and evenings

LOCATION: Lummi SWMS

DURATION: Regular Full Time

CLOSES: Until Filled

JOB CODE:

DIVISION: Policy

DEPARTMENT: SWMS

SUPERVISOR: Clinical Manager

VACANCIES: 1

JOB SUMMARY: The Cultural Support & Healing Specialist/SUDP Lead provides culturally grounded, trauma-informed healing support to individuals receiving care within the Secure Withdrawal Management and Stabilization (SWMS) program. This position centers Indigenous knowledge, traditional practices, and holistic approaches to healing in alignment with tribal values, teachings, and protocols. The SUDP Lead/ Cultural Support & Healing Specialist works collaboratively with clinical, medical, peer, and court related staff to support stabilization, emotional regulation, spiritual balance, and connection to culture during withdrawal management and early recovery.

Initial schedule consists of Monday – Friday, from 8am - 4:30pm. However, scheduling for Cultural Support Staff/ SUDP positions are designed to support 24/7 program operations and may include evenings, weekend coverage and rotating holiday shifts. Schedules are subject to change based on program needs, staffing levels, and operational requirements, once the facility opens.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES: include the following, and other related duties as assigned.

1. Provide culturally appropriate healing support to patients, including traditional teachings, grounding practices, storytelling, prayer, ceremony (as appropriate), and other tribally recognized healing methods.
2. Participate in program development, cultural events, and community engagement as requested.
3. Provide outreach services to collaborate with other tribal communities, in preparation of the opening of the facility, providing education and resources.
4. Supervise, mentor and support Peer Support Staff, including hiring recommendations, onboarding, performance evaluations and corrective action as needed.

5. Approves and coordinates staff leave and time off while maintaining appropriate staff levels.
6. Provide after-hours, weekend and holiday coverage as needed, in collaboration with Clinical Manager, to ensure balanced coverage of services.
7. Collaborate with Clinical Manager with reports and monitor staff policy adherence.
8. Conduct comprehensive substance use disorder assessments in EHR, including biopsychosocial evaluations and ASAM (4th Edition) level of care determinations, within 24 hours of patient being admitted into the program. Your responsibility will be monitor and help organize completion of these for all involuntary patients, or complete as needed.
9. Develop, implement, and update individualized treatment plans in collaboration with patients and the interdisciplinary care team, as needed.
10. Support individuals experiencing withdrawal, distress, grief, shame, or disconnection by offering calm presence, emotional support, and cultural reassurance.
11. Assist clients in reconnecting with cultural identity, values, and strengths as part of the healing and recovery process.
12. Offer one-on-one and small group healing circles or teachings, as appropriate to the SWMS environment and safety requirements. Documentation of this encounter is required to be completed within 24 hours after meeting with the patient or completion of the group.
13. Work collaboratively with SUDP, SUDPT, medical staff, peers, court liaison staff, discharge planner, care and leadership to support holistic care planning.
14. Participate in interdisciplinary team meetings when appropriate to provide cultural perspective and insight.
15. Coordinate with staff to support de-escalation, grounding, and emotional regulation using culturally informed approaches.
16. Assist clients and families in understanding legal processes related to treatment and stabilization. This includes a community/family group to educate addiction and the beauty of creating a recovery lifestyle that honors tradition and culture.
17. Support CPI/de-escalation efforts through cultural grounding techniques and calming presence when requested and appropriate.
18. Serve as a cultural resource to staff by sharing teachings, perspectives, and guidance related to Indigenous healing and wellness.
19. Maintain appropriate professional boundaries and adhere to SWMS policies, confidentiality requirements, and safety procedures.
20. Maintain confidentiality and compliance with HIPAA, 42 CFR Part 2, and tribal policies.

21. Document services provided in accordance with program requirements while respecting cultural confidentiality and boundaries. Strict policy of all documentation will be required to be completed within 24 hours of session.
22. Perform other related duties as assigned.

MINIMUM QUALIFICATIONS:

- Five (5) years' experience as a Substance Use Disorder Professional with valid certification with the WA State Department of Health under Chapter 18.19 RCW.
- Associate's degree in counseling, social work, psychology, or a related human services field (or higher).
- One (1) year experience working with individuals experiencing acute withdrawal, co-occurring disorders, or legal involvement.
- One (1) year of supervisory or leadership experience as SUDP.
- Experience with tribal/non-tribal court systems and procedures, including involuntary commitment, *preferred*.
- Experience with electronic health records.
- Professional experience in Native communities.
- Must possess a valid Washington State driver's license and meet eligibility requirements for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Knowledge of addiction medicine, mental health practices, and current evidence-based treatment approaches for substance use disorders.
- Knowledge of involuntary treatment laws, including Ricky's Law (Washington State).
- Knowledge of mental health codes, RCW and WAC.
- Strong oral and written communication skills for interacting effectively with clients, families, and multidisciplinary teams.
- Knowledge/ability to provide Motivational Interviewing, Seeking Safety, White Bison and/or culturally adapted trauma therapies.
- Familiarity with Indian Health Services (IHS), Tribal Health systems, and grant funded programs.
- Ability to establish and maintain supportive, professional relationships with patients, families, and colleagues.
- Ability to maintain boundaries between cultural healing and clinical treatment roles.
- Competent in basic computer skills, including electronic health records, word processing, secure messaging, and internet research.
- Ability to work effectively in cross-cultural environments and with diverse populations.
- Understanding of the social, historical, and cultural context of American Indian/Alaska Native communities, including the impact of historical trauma and the importance of Native cultural values in treatment.
- Knowledge of HIPAA and CFR 42 Part 2 requirements, with a commitment to strict confidentiality.
- Ability to work professionally with other service providers, consultants, and community partners.
- Knowledge, training, or lived experience in traditional Indigenous healing practices relevant to the Tribe or Native community served.

- Demonstrated understanding of trauma, substance use, withdrawal, and the impacts of historical and intergenerational trauma

WORK ENVIRONMENT & CONDITIONS:

- Secure detox setting with exposure to clients in acute distress.
- May involve occasional travel to remote areas within the Tribal community or to training events.
- Flexible scheduling may be required, including evenings or weekends.
- Culturally diverse environment that prioritizes respect, humility and collaboration.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.
- This position requires an extensive Criminal Background Check and CAMIS Check.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.